

Laurens County Base Labor Market Analysis



South Carolina
Department of
Commerce
Labor Market Information



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TABLE OF CONTENTS

EXECUTIVE SUMMARY	5
POPULATION	6
Growth.....	6
LABORSHED.....	7
Characteristics of Workers.....	7
INCOME	9
Per Capita Income.....	9
Wages by Industry	10
Wages by Occupation.....	11
EDUCATION	12
High School Graduates.....	12
Higher Education Graduates.....	13
OCCUPATIONS.....	15
Occupational Projections.....	15
Occupational Education Requirements.....	16
INDUSTRY	17
Businesses by Sector.....	17
Growth in Number of Businesses	18
Employment by Sector.....	18
Industry Analysis	19
MOVING FORWARD.....	20
Appendix A: Occupational Projections	
Appendix B: Businesses by 3-digit NAICS Codes	
Appendix C: Employment by Industry Sector	

EXECUTIVE SUMMARY

Population

Laurens County's population growth has been slower than the state's in recent years.

Future growth is expected to be similar to the state's.

Slightly more than half of Laurens County's workers live within the county.

A significant number come in from Greenville County.

Income

Per capita income growth has been slower than in the state and nation.

Laurens County's per capita income has fallen farther below the state and national levels from 1996 to 2006.

Laurens County's average wages are lower than the state's for all major occupation groups.

Education

The number of degrees awarded by area post-secondary institutions has increased.

The greatest increase has been in the area of healthcare.

Occupations

The computer and mathematical science and transportation and material moving occupational groups are expected to have faster growth in Laurens County than in the state.

Requirements for Laurens County's workers are expected to grow in the following levels of education and experience:

Bachelor's degree and degree plus work experience.

Industry

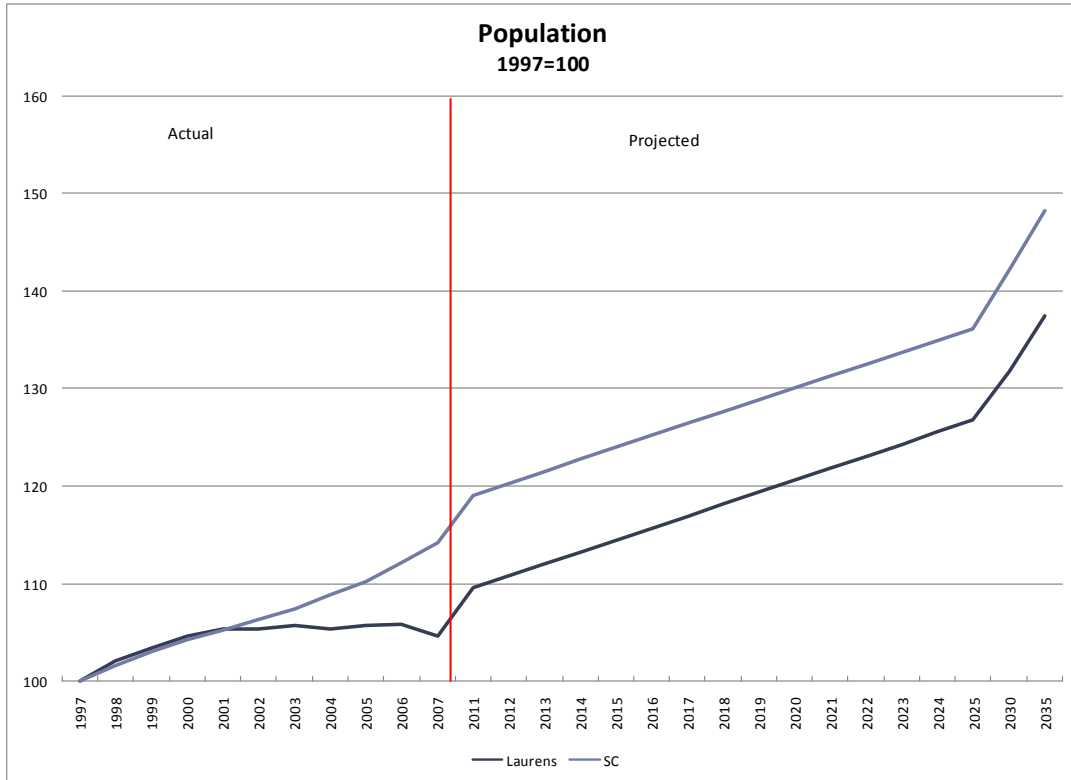
These sectors are rated as having potential in Laurens County:

Telecommunications, wood product manufacturing, plastics and rubber products manufacturing, support activities for transportation, nonmetallic mineral product manufacturing, truck transportation, and fabricated metal product manufacturing.

POPULATION

Growth

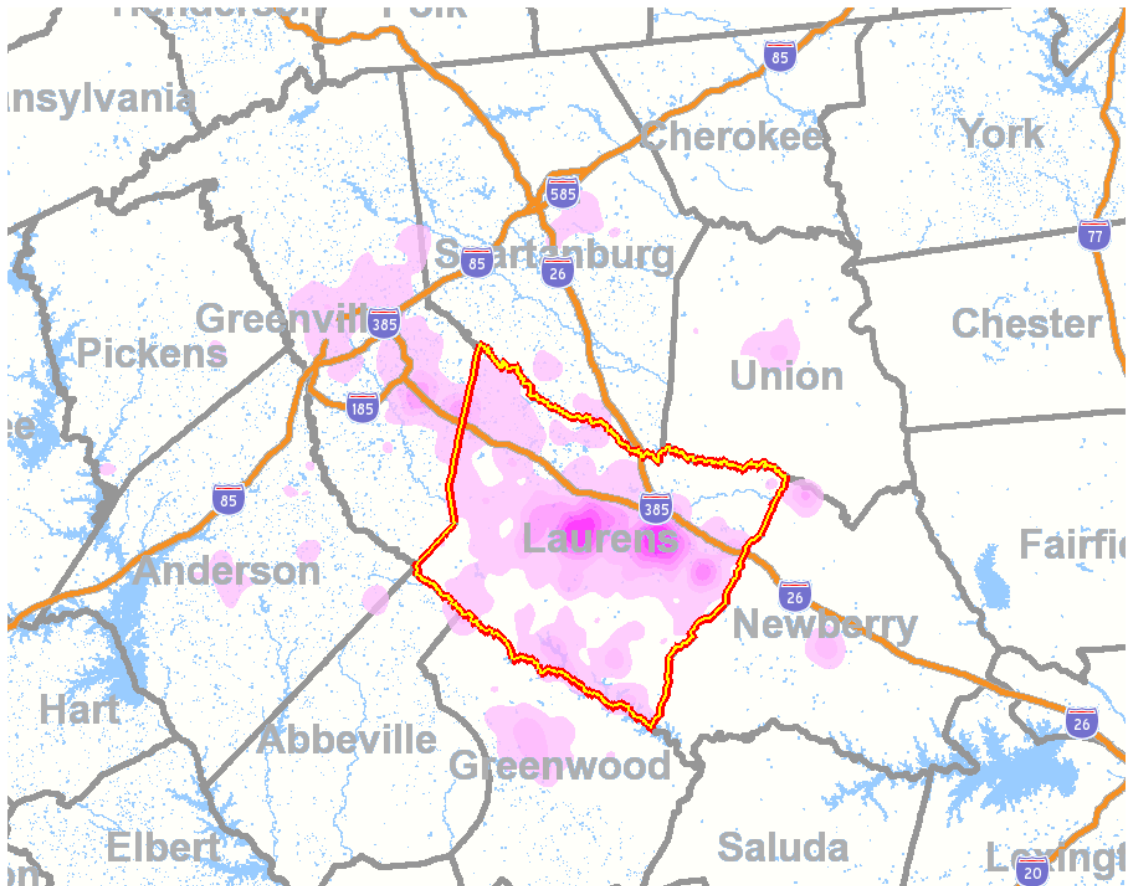
Laurens County's 2007 population was 69,582. The county population has grown by 4.6% since 1997, compared to 14.2% growth for South Carolina. Laurens' future population growth is expected to be similar to the state's.



Source: U.S. Census Bureau (estimates) and SC Budget & Control Board/Office of Research and Statistics (projections).

LABORSHED

The map below shows where Laurens County workers come from (in 2006, latest available data). Slightly more than half of Laurens County workers live within its borders. A significant number come in from Greenville County.



Source: U.S. Census Bureau, Local Employment Dynamics.

Characteristics of Workers

Age of Workers:

30 or younger	24.3%
31 to 54	56.7%
55 or older	19.1%

Earnings of Workers:

\$1,200 per month or less	26.9%
\$1,201 to \$3,400 per month	53.3%
More than \$3,400 per month	19.8%

States Where Workers Live:

South Carolina	98.5%
Georgia	0.8%
All other locations	0.7%

Counties Where Workers Live:

Laurens	52.9%
Greenville	10.7%
Spartanburg	5.0%
Greenwood	4.8%
Anderson	3.4%
Newberry	3.1%
Union	2.4%
Richland	2.4%
Lexington	1.7%
Pickens	1.5%
All Other Locations	12.1%

Cities Where Workers Live:

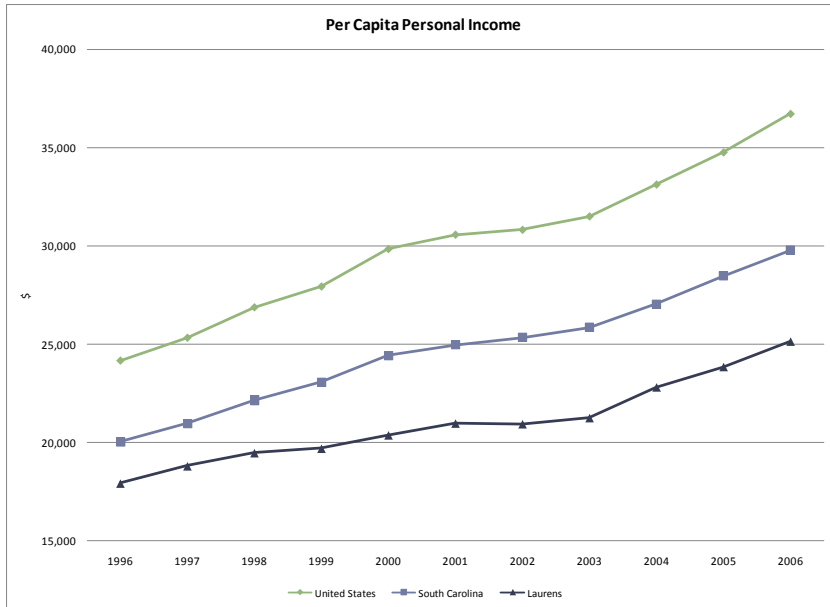
Clinton, South Carolina	10.5%
Laurens, South Carolina	9.9%
Joanna, South Carolina	1.9%
Simpsonville, South Carolina	1.4%
Greenwood, South Carolina	1.4%
Watts Mills, South Carolina	1.3%
Fountain Inn, South Carolina	1.1%
Greenville, South Carolina	0.9%
Columbia, South Carolina	0.8%
Newberry, South Carolina	0.6%
All Other Locations	70.2%

Source: U.S. Census Bureau, Local Employment Dynamics.

INCOME

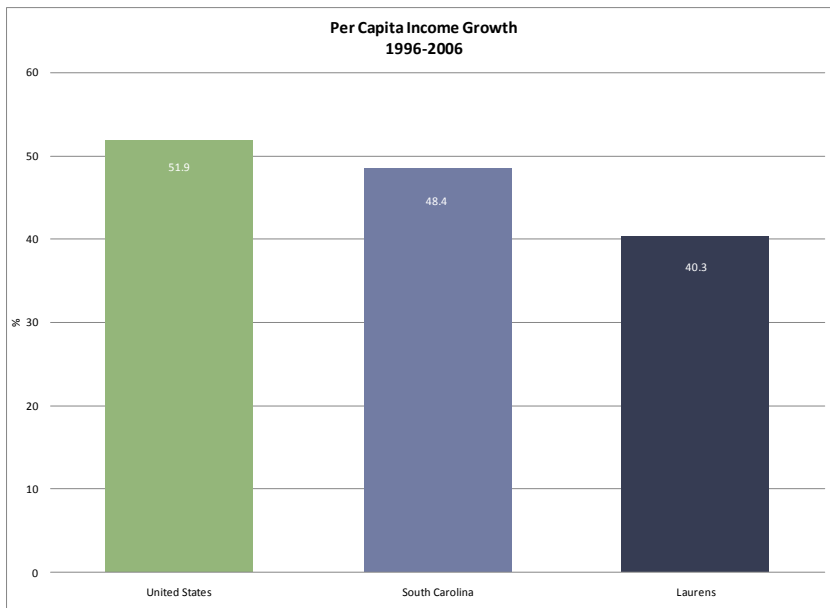
Per Capita Income

Laurens County's per capita income has fallen farther below state and national levels.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Laurens County's per capita income has grown slower than South Carolina's and the nation's. Personal income growth was below average.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Wages by Industry

Laurens County's average wages are below those of South Carolina (\$605 vs. \$680 in 2007). Average wages were up 17% in Laurens County over the past five years, compared to 18% for the state. All major sectors except administration and support and waste management had growth.

Industry	NAICS Code	2007 Average Weekly Wage (\$)	2002 Average Weekly Wage (\$)	% Change
Total, Private and Government		605	519	17
Construction	23	831	601	38
Manufacturing	31-33	808	656	23
Retail Trade	44-45	382	345	11
Transportation and Warehousing	48-49	684	NA	
Information	51	821	693	18
Finance and Insurance	52	657	549	20
Real Estate and Rental and Leasing	53	411	293	40
Administration & Support & Waste Management & Remediation Services	56	332	331	0
Arts, Entertainment, and Recreation	71	247	167	48
Accommodation and Food Services	72	196	182	8
Other Services (Except Public Administration)	81	381	374	2
Federal Government		910	807	13
State Government		524	476	10
Local Government		575	515	12

Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

Wages by Occupation

Average wages in Laurens County are lower than the state average in all major occupational groups.

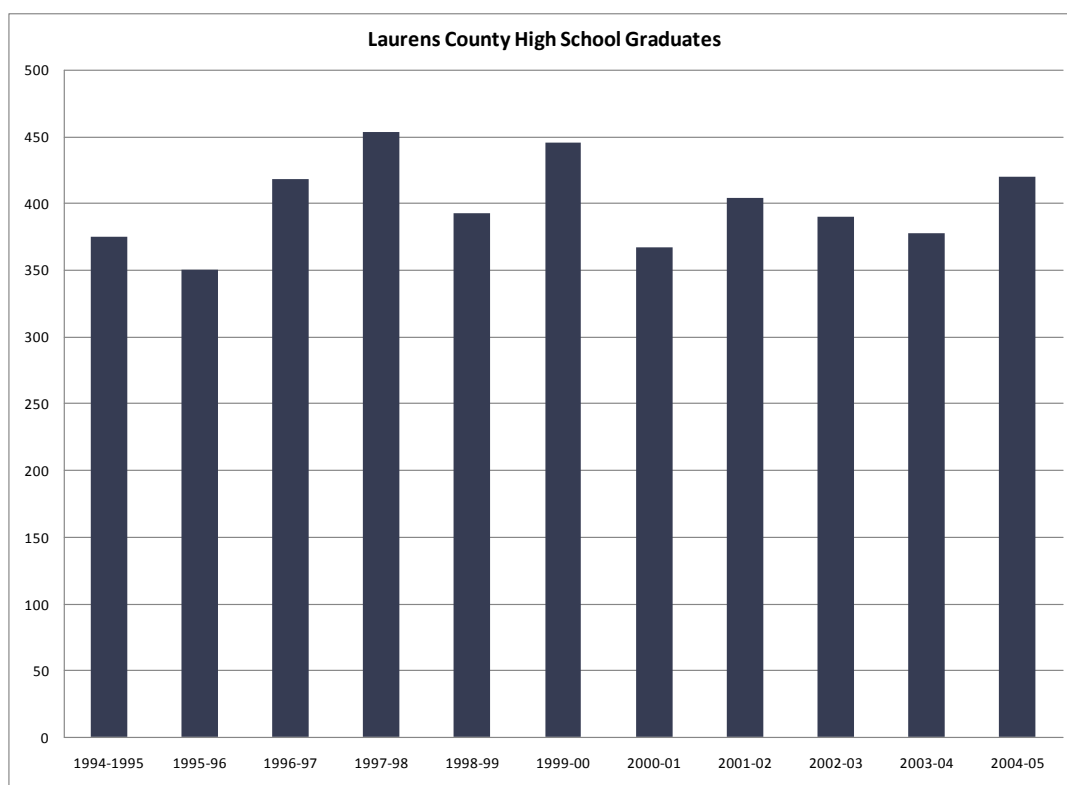
Occupation	2007 Laurens County Median Hourly Wage (\$)	2007 SC Median Hourly Wage (\$)
Management occupations	14.89	28.78
Business and financial operations occupations	15.00	20.28
Computer and mathematical science occupations	17.20	26.20
Architecture and engineering occupations	21.16	30.22
Life, physical and social science occupations	18.17	22.76
Community and social services occupations	11.63	13.18
Legal occupations	15.74	30.68
Education, training and library occupations	19.60	24.42
Arts, design, entertainment, sports and media occupations	10.59	12.66
Healthcare practitioners and technical occupations	20.90	30.64
Healthcare support occupations	8.87	10.55
Protective service occupations	12.89	13.87
Food preparation and serving related occupations	7.22	7.90
Building and grounds cleaning and maintenance occupations	7.82	8.42
Personal care and service occupations	7.28	8.39
Sales and related occupations	9.76	13.48
Office and administrative support occupations	10.04	13.22
Farming, fishing, and forestry occupations	9.56	13.07
Construction and extraction occupations	12.29	16.51
Installation, maintenance and repair occupations	14.29	16.88
Production occupations	10.61	15.21
Transportation and material moving occupations	11.31	12.94

Source: Economic Modeling Specialists, Inc.

EDUCATION

High School Graduates

From 1995 to 2005 (latest data available), the number of Laurens County students receiving high school diplomas rose by 45 (12%). In South Carolina, on the other hand, the number of high school diplomas increased 9% from 1995 to 2005. A total of 420 people received high school diplomas in Laurens County in 2005. Laurens County had 101 more 12th grade students in 2004-05 than in 1994-95. Also, the number of Laurens County students not passing the exit exam who received a certificate of completion instead of a diploma was up by 46 (to 55) over the 1995-2005 period.



Source: National Center for Education Statistics.

Higher Education Graduates

Over 6,200 more students graduated from higher educational institutions in the Upper Savannah area in 2006 than in 1996, an increase of 34%. The greatest numerical increase was in the healthcare field.

Program	1996	2006	Change	% Change
Agriculture, agriculture operations, and related sciences	27	68	41	152
Area, ethnic, cultural, and gender studies	23	31	8	35
Biological and biomedical sciences	625	601	-24	-4
Business, management, marketing, and related support services	3,136	3,976	840	27
Communication, journalism, and related programs	337	624	287	85
Communications technologies/technicians and support services	10	25	15	150
Computer and information sciences and support services	335	979	644	192
Construction trades	117	125	8	7
Education	2,016	2,363	347	17
Engineering technologies/technicians	297	318	21	7
Engineering	302	323	21	7
English language and literature/letters	408	427	19	5
Family and consumer sciences/human sciences	235	278	43	18
Foreign languages, literatures, and linguistics	149	162	13	9
Health professions and related clinical sciences	3,189	5,194	2,005	63
Legal professions and studies	396	448	52	13
Liberal arts and sciences, general studies and humanities	1,205	1,208	3	0
Library science	185	200	15	8
Mathematics and statistics	120	160	40	33
Mechanic and repair technologies/technicians	730	1,058	328	45
Multi/interdisciplinary studies	155	271	116	75
Natural resources and conservation	--	10		
Parks, recreation, leisure, and fitness studies	155	360	205	132
Personal and culinary services	47	180	133	283
Philosophy and religious studies	66	179	113	171
Physical sciences	242	214	-28	-12
Precision production	357	291	-66	-18
Psychology	539	712	173	32
Public administration and social service professions	347	488	141	41
Science technologies/technicians	6	13	7	117
Security and protective services	514	550	36	7
Social sciences and history	1,037	1,343	306	30
Theology and religious vocations	486	574	88	18
Transportation and materials moving	90	129	39	43
Visual and performing arts	372	592	220	59
TOTAL	18,255	24,474	6,219	34

Source: National Center for Education Statistics (Integrated Post Secondary Education System).

Data for these schools: Aiken Technical College, Allen University, Anderson University, Augusta Area Dietetic Internship-University Hospital (Georgia), Augusta State University (Georgia), Augusta Technical College (Georgia), Benedict College, Beta Tech, Bob Jones University, Claflin University, Columbia College, Columbia International University, Converse College, Erskine College and Seminary, Forrest Junior College, Furman University, Georgia Military College-Augusta Campus (Georgia), Greenville Technical College, ITT Technical Institute-Greenville, Lander University, Lutheran Theological Southern Seminary, Medical College of Georgia, Midlands Technical College, Newberry College, North Greenville University, Paine College (Augusta), Piedmont Technical College, Presbyterian College, Savannah River College (Georgia), South University, Spartanburg Community College, Spartanburg Methodist College, Tri-County Technical College, University of Phoenix-Columbia Campus, University of South Carolina-Aiken, University of South Carolina-Columbia, University of South Carolina-Upstate, W L Bonner College, and Wofford College.

OCCUPATIONS

Occupational Projections

The computer and mathematical science and transportation and material moving occupational groups are projected to grow faster in Laurens County than in the state.

See **Appendix A** for detailed occupational information.

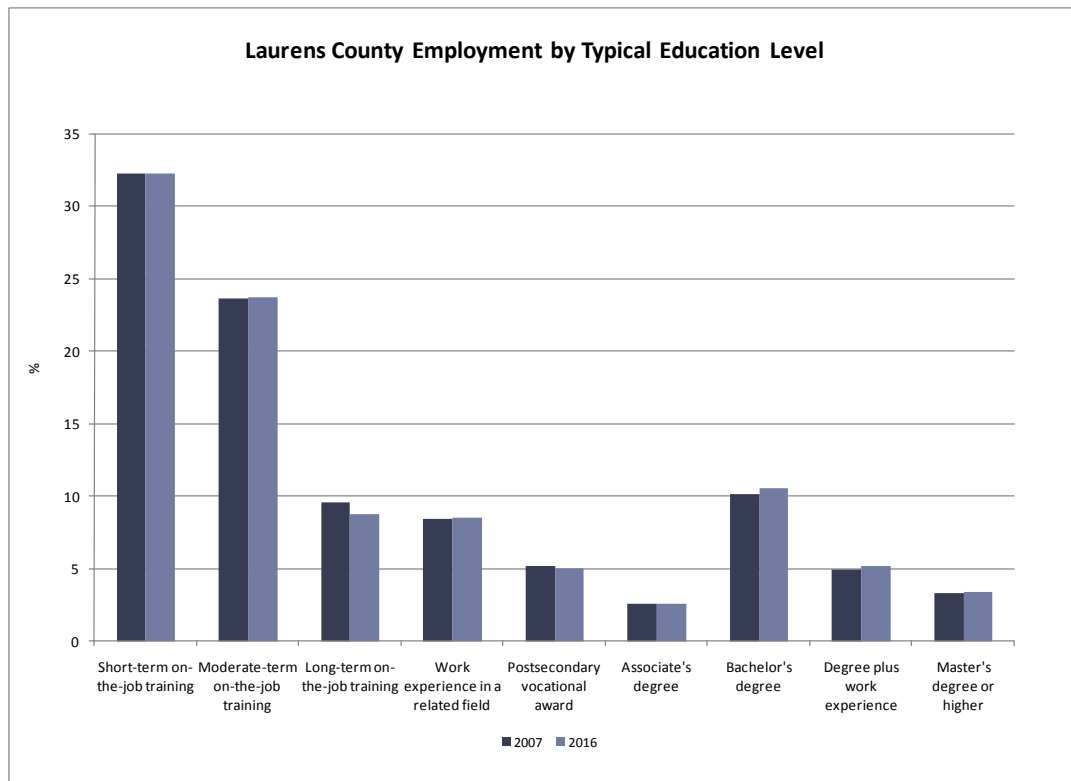
Occupation	2007-2016 Laurens County Projected Growth (%)	2007-2016 SC Projected Growth (%)
Management occupations	9	17
Business and financial operations occupations	15	22
Computer and mathematical science occupations	24	23
Architecture and engineering occupations	5	15
Life, physical and social science occupations	10	15
Community and social services occupations	7	15
Legal occupations	10	21
Education, training and library occupations	7	16
Arts, design, entertainment, sports and media occupations	10	17
Healthcare practitioners and technical occupations	8	24
Healthcare support occupations	13	25
Protective service occupations	7	18
Food preparation and serving related occupations	11	13
Building and grounds cleaning and maintenance occupations	13	23
Personal care and service occupations	5	7
Sales and related occupations	7	19
Office and administrative support occupations	4	13
Farming, fishing and forestry occupations	6	16
Construction and extraction occupations	5	19
Installation, maintenance and repair occupations	12	17
Production occupations	-6	10
Transportation and material moving occupations	13	11

Source: Economic Modeling Specialists, Inc.

Occupational Education Requirements

The trend for occupational growth shows that there will be growth in jobs across skill levels. Based on employment projections, Laurens County is expected to see growth in requirements for the following specific levels of education and experience:

- Bachelor's degree
- Degree plus work experience



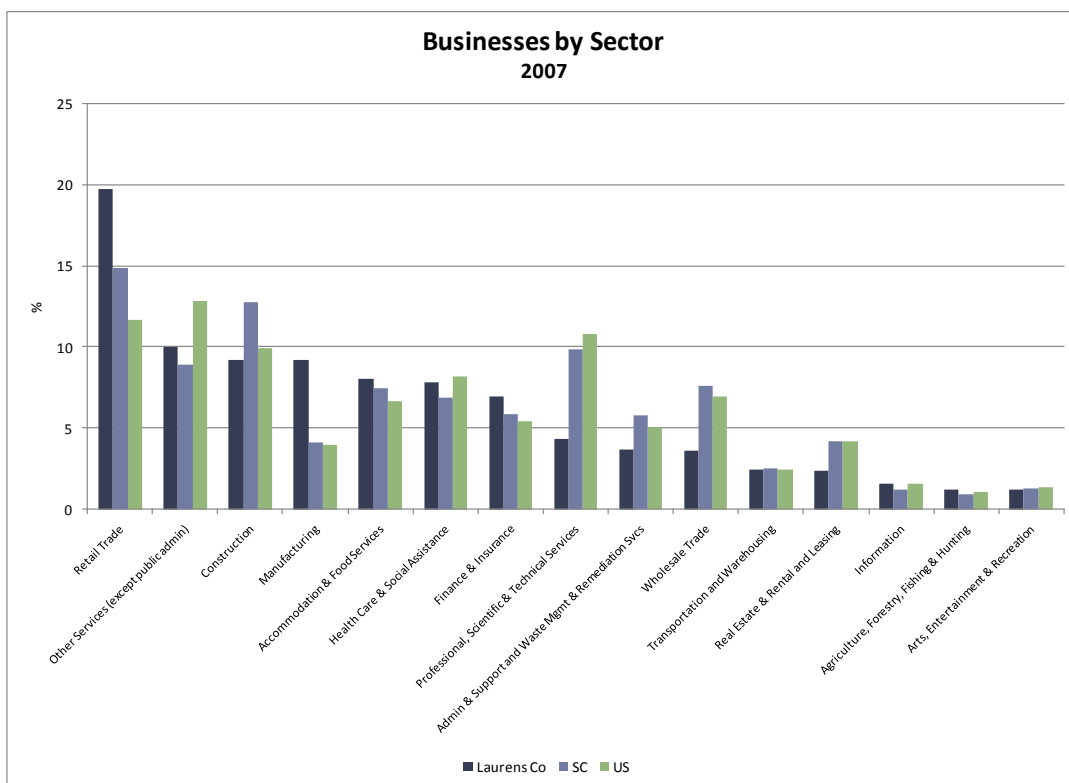
Source: Economic Modeling Specialists, Inc

INDUSTRY

Businesses by Sector

Laurens County had higher percentages of businesses than South Carolina or the nation in the following sectors:

- Retail trade
- Manufacturing
- Accommodation and food services
- Finance and insurance
- Agriculture and forestry



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Growth in Number of Businesses

The number of private businesses in Laurens County fell by 12% from 2002 to 2007, compared to a 2% drop for the state. For industry definitions, this analysis uses the North American Industry Classification System (NAICS), the U.S. standard for industry classification.

At the three-digit NAICS code level, based on available data, Laurens County had higher growth in eight industries compared to South Carolina and the U.S. Below is a list of those eight industries along with their respective growth rates.

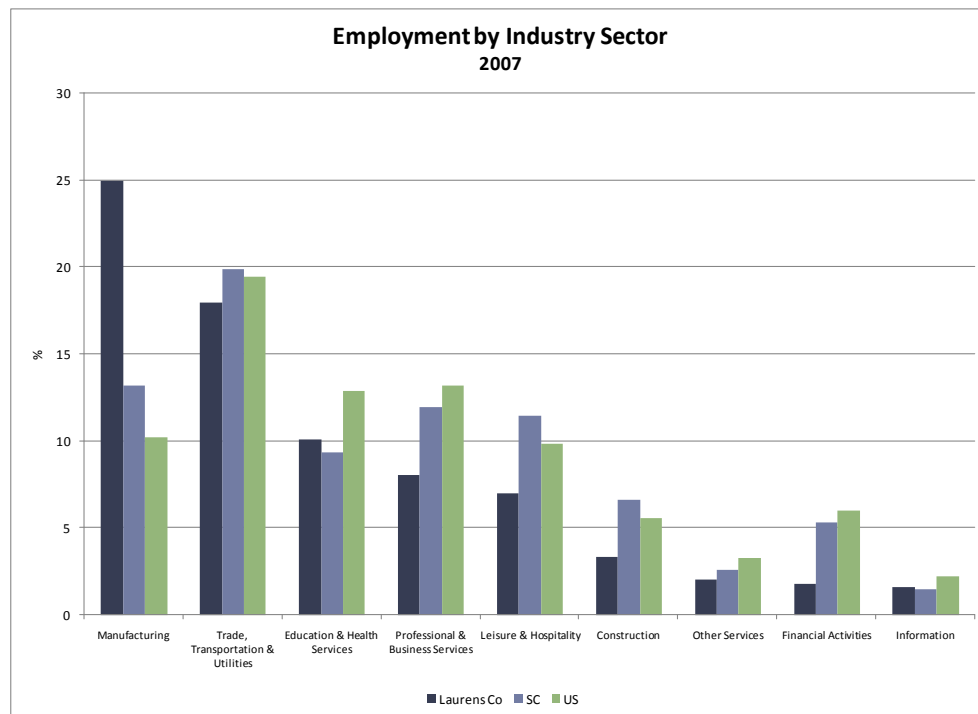
See **Appendix B** for information on all industries.

Industry	2002-2007 Growth (%)		
	Laurens Co.	SC	US
Heavy and civil engineering construction	50.0	-2.0	-2.3
Wood product manufacturing	28.6	-6.4	-5.7
Printing and related support activities	33.3	-15.0	-12.3
Primary metal manufacturing	50.0	1.0	-5.4
Gasoline stations	17.2	-2.8	-1.9
General merchandise stores	45.5	17.5	13.3
Support activities for transportation	20.0	-6.0	7.6
Telecommunications	20.0	0.0	9.3

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Employment by Sector

Laurens County has a larger than average share of its jobs in manufacturing.



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Industry Analysis

Screening Criteria

Industry sectors were rated on six factors:

- | | |
|------------------------------------|---------------------------------|
| • 2002-2007 employment growth | Competitive effect ¹ |
| • 2002-2007 employment growth rate | Average annual wage |
| • Location quotient ² | Projected growth |

Using those factors, sectors were awarded “stars” based on meeting the following criteria:

- 2002-2007 employment growth of 75 or more (Did the sector add a significant number of jobs?)
- 2002-2007 employment growth rate greater than 0% (the county lost jobs over the period) (Did the sector add jobs?)
- Location quotient of at least 1.25 (Does the sector have a significant concentration in the county?)
- Competitive effect greater than 0 (Did the sector add jobs beyond national growth overall and in the sector?)
- Average annual wage greater than \$31,446 (2007 average for the county) (Does the sector pay wages greater than average for the county?)
- Average or above average projected growth (Is the sector expected to add jobs?)

Industries of Note

Based on these criteria and available data, telecommunications is a “six star” sector in Laurens County.

The following are “five star” sectors:

- Wood product manufacturing (with only below-average projected growth)
- Plastics and rubber products manufacturing (below-average projected growth)
- Support activities for transportation (below-average wages)

Industry sectors that generate wealth from outside the area are referred to as the region’s base economy. Base economy sectors are important to an area’s economic well-being. All the sectors above fit the criteria as base economy sectors.

Other sectors which fit this base economy criteria, have above-average wages, have a relatively high concentration in the area (as indicated by the location quotient), and are projected to grow are nonmetallic mineral product manufacturing, truck transportation, and fabricated metal product manufacturing.

Appendix C has information on all factors for all sectors for Laurens County.

¹ *Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.*

² *Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county compared to the US; based on 2007 data.*

MOVING FORWARD

The South Carolina Department of Commerce appreciates the opportunity to provide this base analysis of Laurens County's labor market. We hope that it will help in advancing the progress of Laurens County's economic development.

What's been done so far?

This analysis identifies the region's assets—both current and future—at a macro level. Labor Market Information (LMI) at the S.C. Department of Commerce developed a Base Labor Analysis report providing an overview of the region's population, industries, occupations, and educational assets. Additionally, these findings were benchmarked against the state and the nation.

What's next?

Because local knowledge is required to interpret and apply the findings appropriately, the Laurens Base Labor Analysis should be used with local stakeholders to identify and define key, targeted industry clusters. Some items to consider when defining these clusters may include the following.

1. *What is Lauren's economic base?*

In order for an economy to grow, it must have a base (export) sector that generates wealth from beyond its borders. Industries in the economic base (manufacturing, scientific and technology services, warehouse and distribution, financial services, regional healthcare, etc.) typically provide occupations with higher pay and benefits as well as better human capital development and promotion opportunities. A successful economic base stimulates the development of the non-base sector (housing, schools, retail, restaurants, personal services, etc.). It also propels the local tax base which, in turn, provides support to community services.

2. *What are strategies to assist low-wage citizens in non-base economy jobs?*

Although the economic base is the driver for long-term growth in a region, implementable strategies for developing job opportunities for low-skilled individuals is a priority for community economic well-being. This need must also be kept in mind when defining target industry clusters.

3. *What other factors are vital to Laurens and its community?*

Over and above pure economic considerations, what is important to the citizens of the Laurens community? How does Laurens want to be perceived? What quality of life issues affect Laurens? These questions may impact the types of industries desired for the area.

How Labor Market Information at the S.C. Department of Commerce can help.

Once local stakeholders have identified key industry clusters vital to the future economic development of the region, LMI can provide more in-depth analysis of each of these industries, their occupations, business establishments, and educational requirements.

1. Detailed Industry Analysis

For each identified industry, LMI can develop a detailed analysis of each sector, including employment, projected growth, staffing patterns, location quotients, and employers. Additionally, the analysis will examine the largest, fastest growing, and declining sectors within the industry cluster.

2. Detailed Occupational Analysis

At this point, the occupations—classified by SOC codes—that make up each of the identified industry clusters can be analyzed in detail. This analysis will include employment, average earnings, educational requirements, projected growth, and completers from available local training programs. It will culminate in identifying gaps between the number of occupations required to sustain and advance industry growth and the number of skilled workers (as identified by educational requirements and program completers) available to fulfill these positions.

3. Identification of Implementable Recommendations

LMI will utilize the findings of the analyses to develop a set of implementable recommendations. These may include recommendations to align community college programs with economic development goals along with others. Finally, local knowledge will once again be called upon to review the findings and develop an action plan for the implementation of feasible solutions.

Appendix A: Occupational Projections for Laurens County

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-2021	Marketing managers	16	19	3	19	0.51	27.19	Degree plus work experience
11-2022	Sales managers	51	55	4	8	0.96	29.60	Degree plus work experience
11-3011	Administrative services managers	39	42	3	8	1.07	16.20	Degree plus work experience
11-3021	Computer and information systems managers	19	22	3	16	0.44	27.73	Degree plus work experience
11-3031	Financial managers	63	66	3	5	0.64	24.12	Degree plus work experience
11-3051	Industrial production managers	51	43	-8	-16	2.29	30.34	Work experience in a related field
11-3071	Transportation, storage, and distribution managers	28	34	6	21	1.83	21.04	Work experience in a related field
11-9011	Farm, ranch, and other agricultural managers	176	189	13	7	2.36	8.28	Degree plus work experience
11-9012	Farmers and ranchers	702	713	11	2	2.83	6.55	Long-term on-the-job training
11-9021	Construction managers	114	126	12	11	1.05	13.28	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-9031	Education administrators, preschool and child care center/program	30	39	9	30	1.54	7.57	Degree plus work experience
11-9032	Education administrators, elementary and secondary school	60	70	10	17	1.38	21.85	Degree plus work experience
11-9033	Education administrators, postsecondary	68	79	11	16	2.53	20.40	Degree plus work experience
11-9039	Education administrators, all other	36	46	10	28	2.41	13.51	Degree plus work experience
11-9041	Engineering managers	20	20	0	0	0.75	31.16	Degree plus work experience
11-9051	Food service managers	46	57	11	24	0.70	10.51	Work experience in a related field
11-9081	Lodging managers	17	16	-1	-6	0.81	10.62	Work experience in a related field
11-9111	Medical and health services managers	49	53	4	8	1.09	20.31	Degree plus work experience
11-9141	Property, real estate, and community association managers	69	92	23	33	0.41	7.59	Bachelor's degree
11-9151	Social and community service managers	16	18	2	13	0.72	14.72	Bachelor's degree
11-9199	Managers, all other	178	235	57	32	0.75	7.79	Work experience in a related field
11-1011	Chief executives	150	172	22	15	0.93	23.38	Degree plus work experience

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-1021	General and operations managers	267	265	-2	-1	1.03	29.24	Degree plus work experience
11-1031	Legislators	27	26	-1	-4	3.01	10.25	Degree plus work experience
13-1022	Wholesale and retail buyers, except farm products	16	16	0	0	0.66	17.00	Work experience in a related field
13-1023	Purchasing agents, except wholesale, retail, and farm products	35	33	-2	-6	0.82	17.44	Work experience in a related field
13-1031	Claims adjusters, examiners, and investigators	11	13	2	18	0.26	13.06	Long-term on-the-job training
13-1041	Compliance officers, except agriculture, construction, health and safety, and transportation	24	25	1	4	0.71	12.19	Long-term on-the-job training
13-1051	Cost estimators	30	32	2	7	0.86	20.19	Work experience in a related field
13-1071	Employment, recruitment, and placement specialists	33	39	6	18	1.09	12.32	Bachelor's degree
13-1072	Compensation, benefits, and job analysis specialists	18	21	3	17	1.00	14.92	Bachelor's degree
13-1073	Training and development specialists	20	23	3	15	0.61	15.84	Bachelor's degree
13-1079	Human resources, training, and labor relations specialists, all other	15	18	3	20	0.43	17.36	Bachelor's degree
13-1111	Management analysts	72	114	42	58	0.50	16.49	Degree plus work experience
13-1199	Business operation specialists, all other	49	61	12	24	0.32	16.98	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
13-2011	Accountants and auditors	166	169	3	2	0.73	16.49	Bachelor's degree
13-2021	Appraisers and assessors of real estate	34	42	8	24	0.55	8.62	Postsecondary vocational award
13-2051	Financial analysts	14	21	7	50	0.27	12.70	Bachelor's degree
13-2052	Personal financial advisors	41	59	18	44	0.39	8.68	Bachelor's degree
13-2071	Loan counselors	15	13	-2	-13	1.93	9.85	Bachelor's degree
13-2072	Loan officers	35	29	-6	-17	0.64	16.10	Bachelor's degree
15-1021	Computer programmers	55	53	-2	-4	0.79	17.37	Bachelor's degree
15-1031	Computer software engineers, applications	24	36	12	50	0.30	19.93	Bachelor's degree
15-1032	Computer software engineers, systems software	18	25	7	39	0.31	17.75	Bachelor's degree
15-1041	Computer support specialists	55	63	8	15	0.66	11.34	Associate's degree
15-1051	Computer systems analysts	66	84	18	27	0.88	20.38	Bachelor's degree
15-1061	Database administrators	15	18	3	20	0.79	21.16	Bachelor's degree
15-1071	Network and computer systems administrators	25	31	6	24	0.53	18.14	Bachelor's degree
15-1081	Network systems and data communications analysts	26	41	15	58	0.60	15.33	Bachelor's degree
17-2041	Chemical engineers	20	25	5	25	4.55	25.06	Bachelor's degree
17-2051	Civil engineers	16	17	1	6	0.36	15.20	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
17-2071	Electrical engineers	33	35	2	6	1.50	32.80	Bachelor's degree
17-2112	Industrial engineers	109	116	7	6	3.74	21.72	Bachelor's degree
17-2141	Mechanical engineers	45	40	-5	-11	1.38	19.72	Bachelor's degree
17-2199	Engineers, all other	10	11	1	10	0.40	33.91	Bachelor's degree
17-3013	Mechanical drafters	18	14	-4	-22	1.55	15.36	Postsecondary vocational award
17-3023	Electrical and electronic engineering technicians	19	22	3	16	0.81	19.90	Associate's degree
17-3026	Industrial engineering technicians	26	26	0	0	2.41	12.49	Associate's degree
19-2031	Chemists	13	14	1	8	1.11	19.78	Bachelor's degree
19-3021	Market research analysts	10	13	3	30	0.26	16.38	Bachelor's degree
19-3031	Clinical, counseling, and school psychologists	13	14	1	8	0.51	18.62	Doctoral degree
19-4031	Chemical technicians	11	12	1	9	1.17	16.70	Associate's degree
19-4051	Nuclear technicians	32	28	-4	-13	29.30	26.39	Associate's degree
21-1012	Educational, vocational, and school counselors	37	39	2	5	0.95	16.88	Master's degree
21-1015	Rehabilitation counselors	17	21	4	24	0.82	15.39	Master's degree
21-1021	Child, family, and school social workers	77	84	7	9	1.80	11.65	Bachelor's degree
21-1022	Medical and public health social workers	41	42	1	2	2.10	12.93	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
21-1029	Social workers, all other	13	15	2	15	1.16	14.14	Bachelor's degree
21-1093	Social and human service assistants	30	38	8	27	0.60	10.36	Moderate-term on-the-job training
21-2011	Clergy	47	43	-4	-9	1.20	7.15	Master's degree
21-2021	Directors, religious activities and education	21	19	-2	-10	1.17	6.57	Bachelor's degree
23-1011	Lawyers	43	46	3	7	0.34	19.83	First professional degree
23-1023	Judges, magistrate judges, and magistrates	11	11	0	0	2.69	15.89	Degree plus work experience
23-2011	Paralegals and legal assistants	18	20	2	11	0.49	9.53	Associate's degree
25-1099	Postsecondary teachers	390	444	54	14	1.68	28.84	Doctoral degree
25-2011	Preschool teachers, except special education	44	39	-5	-11	0.58	6.98	Postsecondary vocational award
25-2012	Kindergarten teachers, except special education	51	55	4	8	1.85	19.17	Bachelor's degree
25-2021	Elementary school teachers, except special education	398	425	27	7	1.67	20.40	Bachelor's degree
25-2022	Middle school teachers, except special and vocational education	114	123	9	8	1.12	21.04	Bachelor's degree
25-2031	Secondary school teachers, except special and vocational education	108	111	3	3	0.68	20.80	Bachelor's degree
25-2032	Vocational education teachers, secondary school	10	10	0	0	--	--	Degree plus work experience

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
25-2041	Special education teachers, preschool, kindergarten, and elementary school	45	50	5	11	1.36	21.23	Bachelor's degree
25-2042	Special education teachers, middle school	12	13	1	8	0.76	19.76	Bachelor's degree
25-2043	Special education teachers, secondary school	12	12	0	0	0.55	20.97	Bachelor's degree
25-3011	Adult literacy, remedial education, and GED teachers and instructors	15	17	2	13	0.68	22.34	Bachelor's degree
25-3021	Self-enrichment education teachers	30	34	4	13	0.75	13.11	Work experience in a related field
25-3099	Teachers and instructors, all other	200	208	8	4	2.15	15.26	Bachelor's degree
25-4021	Librarians	33	33	0	0	1.43	17.32	Master's degree
25-4031	Library technicians	31	32	1	3	1.82	8.36	Postsecondary vocational award
25-9031	Instructional coordinators	24	28	4	17	1.18	17.35	Master's degree
25-9041	Teacher assistants	177	179	2	1	0.87	8.33	Short-term on-the-job training
25-9099	Education, training, and library workers, all other	10	13	3	30	0.58	9.72	Bachelor's degree
27-1023	Floral designers	10	10	0	0	--	--	Moderate-term on-the-job training
27-1024	Graphic designers	18	17	-1	-6	0.49	13.46	Bachelor's degree
27-2022	Coaches and scouts	39	42	3	8	1.35	20.26	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
27-2041	Music directors and composers	15	18	3	20	0.59	6.60	Degree plus work experience
27-2042	Musicians and singers	25	28	3	12	0.70	7.40	Long-term on-the-job training
27-3031	Public relations specialists	27	32	5	19	0.67	13.95	Bachelor's degree
27-3043	Writers and authors	37	52	15	41	0.64	6.92	Bachelor's degree
27-3091	Interpreters and translators	14	13	-1	-7	0.66	11.75	Long-term on-the-job training
27-4021	Photographers	42	31	-11	-26	0.38	9.18	Long-term on-the-job training
29-1031	Dietitians and nutritionists	12	11	-1	-8	1.13	16.53	Bachelor's degree
29-1051	Pharmacists	37	46	9	24	0.98	39.90	First professional degree
29-1069	Physicians and surgeons	84	85	1	1	0.69	52.65	First professional degree
29-1111	Registered nurses	367	402	35	10	1.02	19.67	Associate's degree
29-1122	Occupational therapists	13	14	1	8	0.87	28.30	Master's degree
29-1123	Physical therapists	22	25	3	14	0.77	24.99	Master's degree
29-1126	Respiratory therapists	18	19	1	6	1.21	15.03	Associate's degree
29-1127	Speech-language pathologists	16	17	1	6	0.83	17.87	Master's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
29-1131	Veterinarians	10	13	3	30	--	--	First professional degree
29-2011	Medical and clinical laboratory technologists	12	12	0	0	0.52	15.39	Bachelor's degree
29-2012	Medical and clinical laboratory technicians	13	14	1	8	0.62	10.69	Associate's degree
29-2021	Dental hygienists	12	14	2	17	0.47	18.65	Associate's degree
29-2034	Radiologic technologists and technicians	22	23	1	5	0.76	16.51	Associate's degree
29-2041	Emergency medical technicians and paramedics	26	28	2	8	0.91	11.25	Postsecondary vocational award
29-2051	Dietetic technicians	13	14	1	8	3.54	13.17	Moderate-term on-the-job training
29-2052	Pharmacy technicians	46	53	7	15	1.04	7.81	Moderate-term on-the-job training
29-2055	Surgical technologists	23	26	3	13	1.83	12.02	Postsecondary vocational award
29-2061	Licensed practical and licensed vocational nurses	116	107	-9	-8	1.10	13.17	Postsecondary vocational award
29-2071	Medical records and health information technicians	17	16	-1	-6	0.70	8.45	Associate's degree
29-2081	Opticians, dispensing	15	25	10	67	1.33	10.43	Long-term on-the-job training
31-1011	Home health aides	235	356	121	51	1.76	9.17	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
31-1012	Nursing aides, orderlies, and attendants	366	332	-34	-9	1.71	8.23	Postsecondary vocational award
31-9091	Dental assistants	18	21	3	17	0.43	11.51	Moderate-term on-the-job training
31-9092	Medical assistants	58	67	9	16	0.90	10.19	Moderate-term on-the-job training
31-9094	Medical transcriptionists	11	11	0	0	0.75	10.54	Postsecondary vocational award
31-9096	Veterinary assistants and laboratory animal caretakers	12	13	1	8	1.00	7.41	Short-term on-the-job training
31-9099	Healthcare support workers, all other	15	18	3	20	0.52	9.35	Short-term on-the-job training
33-1012	First-line supervisors/managers of police and detectives	18	18	0	0	1.31	18.09	Work experience in a related field
33-1021	First-line supervisors/managers of fire fighting and prevention workers	15	16	1	7	1.73	17.42	Work experience in a related field
33-2011	Fire fighters	48	50	2	4	1.15	11.90	Long-term on-the-job training
33-3012	Correctional officers and jailers	34	37	3	9	0.57	13.20	Moderate-term on-the-job training
33-3021	Detectives and criminal investigators	14	16	2	14	0.91	16.78	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
33-3051	Police and sheriff's patrol officers	112	118	6	5	1.31	12.88	Long-term on-the-job training
33-9032	Security guards	45	49	4	9	0.30	11.45	Short-term on-the-job training
33-9092	Lifeguards, ski patrol, and other recreational protective service workers	17	18	1	6	1.04	8.75	Short-term on-the-job training
35-1011	Chefs and head cooks	17	19	2	12	0.93	12.00	Work experience in a related field
35-1012	First-line supervisors/managers of food preparation and serving workers	116	128	12	10	0.91	10.86	Work experience in a related field
35-2011	Cooks, fast food	111	119	8	7	1.31	6.55	Short-term on-the-job training
35-2012	Cooks, institution and cafeteria	92	101	9	10	1.56	7.80	Moderate-term on-the-job training
35-2014	Cooks, restaurant	65	67	2	3	0.50	6.78	Long-term on-the-job training
35-2015	Cooks, short order	19	20	1	5	0.69	6.55	Short-term on-the-job training
35-2021	Food preparation workers	101	111	10	10	0.77	7.58	Short-term on-the-job training
35-3011	Bartenders	36	37	1	3	0.47	6.55	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
35-3021	Combined food preparation and serving workers, including fast food	369	429	60	16	0.97	6.55	Short-term on-the-job training
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	77	85	8	10	0.97	6.55	Short-term on-the-job training
35-3031	Waiters and waitresses	200	212	12	6	0.58	6.55	Short-term on-the-job training
35-3041	Food servers, nonrestaurant	50	61	11	22	1.84	8.04	Short-term on-the-job training
35-9011	Dining room and cafeteria attendants and bartender helpers	26	29	3	12	0.44	6.55	Short-term on-the-job training
35-9021	Dishwashers	47	51	4	9	0.63	6.55	Short-term on-the-job training
35-9031	Hosts and hostesses, restaurant, lounge, and coffee shop	26	26	0	0	0.51	6.55	Short-term on-the-job training
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	41	41	0	0	0.75	9.04	Work experience in a related field
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	25	30	5	20	1.17	10.73	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	205	205	0	0	0.62	9.28	Short-term on-the-job training
37-2012	Maids and housekeeping cleaners	324	399	75	23	1.05	6.71	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
37-2019	Building cleaning workers, all other	61	66	5	8	0.83	6.56	Short-term on-the-job training
37-2021	Pest control workers	18	20	2	11	1.33	11.42	Moderate-term on-the-job training
37-3011	Landscaping and groundskeeping workers	122	133	11	9	0.80	8.15	Short-term on-the-job training
37-3012	Pesticide handlers, sprayers, and applicators, vegetation	28	36	8	29	1.87	6.81	Moderate-term on-the-job training
37-3013	Tree trimmers and pruners	28	35	7	25	1.77	6.89	Short-term on-the-job training
37-3019	Grounds maintenance workers, all other	30	38	8	27	2.11	6.55	Short-term on-the-job training
39-1021	First-line supervisors/managers of personal service workers	26	23	-3	-12	0.74	9.67	Work experience in a related field
39-2011	Animal trainers	16	16	0	0	1.15	6.55	Moderate-term on-the-job training
39-2021	Nonfarm animal caretakers	41	29	-12	-29	0.74	6.70	Short-term on-the-job training
39-3091	Amusement and recreation attendants	28	31	3	11	0.79	6.55	Short-term on-the-job training
39-3099	Entertainment attendants and related workers, all other	13	12	-1	-8	1.88	6.55	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
39-4021	Funeral attendants	19	16	-3	-16	3.92	6.55	Short-term on-the-job training
39-5012	Hairdressers, hairstylists, and cosmetologists	39	13	-26	-67	0.47	6.75	Postsecondary vocational award
39-9011	Child care workers	295	347	52	18	1.10	6.84	Short-term on-the-job training
39-9021	Personal and home care aides	99	131	32	32	0.72	8.02	Short-term on-the-job training
39-9031	Fitness trainers and aerobics instructors	20	20	0	0	0.51	9.97	Postsecondary vocational award
39-9032	Recreation workers	52	55	3	6	1.03	7.79	Short-term on-the-job training
39-9041	Residential advisors	23	28	5	22	2.78	8.16	Moderate-term on-the-job training
41-1011	First-line supervisors/managers of retail sales workers	321	313	-8	-2	0.97	9.15	Work experience in a related field
41-1012	First-line supervisors/managers of non-retail sales workers	90	108	18	20	0.67	14.22	Work experience in a related field
41-2011	Cashiers, except gaming	429	407	-22	-5	0.82	6.56	Short-term on-the-job training
41-2021	Counter and rental clerks	39	44	5	13	0.57	6.58	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
41-2022	Parts salespersons	31	31	0	0	0.91	9.04	Moderate-term on-the-job training
41-2031	Retail salespersons	488	512	24	5	0.67	8.00	Short-term on-the-job training
41-3021	Insurance sales agents	65	69	4	6	0.61	7.70	Bachelor's degree
41-3031	Securities, commodities, and financial services sales agents	37	47	10	27	0.36	11.05	Bachelor's degree
41-3099	Sales representatives, services, all other	46	59	13	28	0.41	14.65	Moderate-term on-the-job training
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific products	49	59	10	20	0.64	20.82	Moderate-term on-the-job training
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	213	230	17	8	0.90	20.30	Moderate-term on-the-job training
41-9021	Real estate brokers	112	150	38	34	0.45	7.08	Work experience in a related field
41-9022	Real estate sales agents	115	154	39	34	0.43	6.82	Postsecondary vocational award
41-9031	Sales engineers	12	14	2	17	1.03	29.75	Bachelor's degree
41-9041	Telemarketers	18	18	0	0	0.33	11.05	Short-term on-the-job training
41-9091	Door-to-door sales workers, news and street vendors, and related workers	97	84	-13	-13	0.59	6.58	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
41-9099	Sales and related workers, all other	23	25	2	9	0.45	7.30	Moderate-term on-the-job training
43-1011	First-line supervisors/managers of office and administrative support workers	197	201	4	2	0.88	13.29	Work experience in a related field
43-2011	Switchboard operators, including answering service	23	21	-2	-9	0.97	9.56	Short-term on-the-job training
43-3011	Bill and account collectors	36	39	3	8	0.59	10.63	Short-term on-the-job training
43-3021	Billing and posting clerks and machine operators	64	61	-3	-5	0.82	10.97	Moderate-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	217	232	15	7	0.67	9.97	Moderate-term on-the-job training
43-3051	Payroll and timekeeping clerks	31	30	-1	-3	1.03	11.93	Moderate-term on-the-job training
43-3061	Procurement clerks	17	17	0	0	1.51	10.71	Short-term on-the-job training
43-3071	Tellers	44	23	-21	-48	0.50	6.57	Short-term on-the-job training
43-4051	Customer service representatives	281	350	69	25	0.85	10.58	Moderate-term on-the-job training
43-4071	File clerks	22	15	-7	-32	0.67	6.89	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-4081	Hotel, motel, and resort desk clerks	21	24	3	14	0.64	6.61	Short-term on-the-job training
43-4111	Interviewers, except eligibility and loan	15	15	0	0	0.40	7.56	Short-term on-the-job training
43-4121	Library assistants, clerical	13	13	0	0	0.75	7.83	Short-term on-the-job training
43-4151	Order clerks	30	23	-7	-23	0.81	10.74	Short-term on-the-job training
43-4161	Human resources assistants, except payroll and timekeeping	26	28	2	8	1.07	11.71	Short-term on-the-job training
43-4171	Receptionists and information clerks	125	137	12	10	0.75	8.70	Short-term on-the-job training
43-5021	Couriers and messengers	27	31	4	15	0.60	6.70	Short-term on-the-job training
43-5031	Police, fire, and ambulance dispatchers	21	22	1	5	1.45	10.24	Moderate-term on-the-job training
43-5032	Dispatchers, except police, fire, and ambulance	39	63	24	62	1.40	12.85	Moderate-term on-the-job training
43-5052	Postal service mail carriers	40	39	-1	-3	0.80	17.74	Short-term on-the-job training
43-5053	Postal service mail sorters, processors, and processing machine operators	24	22	-2	-8	0.84	17.54	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-5061	Production, planning, and expediting clerks	94	91	-3	-3	2.25	13.46	Short-term on-the-job training
43-5071	Shipping, receiving, and traffic clerks	120	124	4	3	1.09	9.67	Short-term on-the-job training
43-5081	Stock clerks and order fillers	255	242	-13	-5	0.96	8.91	Short-term on-the-job training
43-5111	Weighers, measurers, checkers, and samplers, recordkeeping	27	23	-4	-15	2.35	10.74	Short-term on-the-job training
43-6011	Executive secretaries and administrative assistants	230	249	19	8	0.93	11.04	Moderate-term on-the-job training
43-6012	Legal secretaries	30	33	3	10	0.57	7.10	Postsecondary vocational award
43-6013	Medical secretaries	46	50	4	9	0.62	9.19	Postsecondary vocational award
43-6014	Secretaries, except legal, medical, and executive	311	305	-6	-2	1.02	9.29	Moderate-term on-the-job training
43-9011	Computer operators	22	17	-5	-23	1.22	10.15	Moderate-term on-the-job training
43-9021	Data entry keyers	32	31	-1	-3	0.65	7.61	Moderate-term on-the-job training
43-9022	Word processors and typists	12	13	1	8	0.47	7.62	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-9061	Office clerks, general	442	476	34	8	0.96	8.20	Short-term on-the-job training
43-9199	Office and administrative support workers, all other	22	21	-1	-5	0.51	8.10	Short-term on-the-job training
45-1099	Supervisors, farming, fishing, and forestry workers	12	14	2	17	1.28	11.02	Work experience in a related field
45-2091	Agricultural equipment operators	11	13	2	18	1.12	6.55	Moderate-term on-the-job training
45-2092	Farmworkers and laborers, crop, nursery, and greenhouse	104	124	20	19	1.04	6.61	Short-term on-the-job training
45-2093	Farmworkers, farm and ranch animals	16	20	4	25	1.13	6.55	Short-term on-the-job training
45-4021	Fallers	39	30	-9	-23	12.45	14.56	Moderate-term on-the-job training
45-4022	Logging equipment operators	34	30	-4	-12	5.50	11.84	Moderate-term on-the-job training
45-4023	Log graders and scalers	16	15	-1	-6	5.58	16.67	Moderate-term on-the-job training
45-4029	Logging workers, all other	11	12	1	9	3.69	12.35	Moderate-term on-the-job training
47-1011	First-line supervisors/managers of construction trades and extraction workers	170	181	11	6	1.07	16.30	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
47-2021	Brickmasons and blockmasons	10	11	1	10	0.47	8.85	Long-term on-the-job training
47-2031	Carpenters	229	247	18	8	0.91	12.12	Long-term on-the-job training
47-2044	Tile and marble setters	10	11	1	10	0.85	9.79	Long-term on-the-job training
47-2051	Cement masons and concrete finishers	16	19	3	19	0.49	13.64	Moderate-term on-the-job training
47-2061	Construction laborers	172	190	18	10	0.81	9.70	Moderate-term on-the-job training
47-2073	Operating engineers and other construction equipment operators	62	66	4	6	0.96	11.67	Moderate-term on-the-job training
47-2111	Electricians	69	64	-5	-7	0.63	13.99	Long-term on-the-job training
47-2141	Painters, construction and maintenance	73	78	5	7	0.89	8.22	Moderate-term on-the-job training
47-2151	Pipelayers	18	20	2	11	1.11	9.05	Moderate-term on-the-job training
47-2152	Plumbers, pipefitters, and steamfitters	64	62	-2	-3	0.89	14.69	Long-term on-the-job training
47-2181	Roofers	13	14	1	8	0.48	8.73	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
47-2211	Sheet metal workers	34	29	-5	-15	1.30	14.64	Long-term on-the-job training
47-3012	Helpers, carpenters	17	18	1	6	1.22	12.92	Short-term on-the-job training
47-3015	Helpers, pipelayers, plumbers, pipefitters, and steamfitters	10	10	0	0	--	--	Short-term on-the-job training
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	90	99	9	10	1.36	20.16	Work experience in a related field
49-2011	Computer, automated teller, and office machine repairers	14	18	4	29	0.53	8.77	Postsecondary vocational award
49-2022	Telecommunications equipment installers and repairers, except line installers	17	21	4	24	0.56	21.24	Long-term on-the-job training
49-2095	Electrical and electronics repairers, powerhouse, substation, and relay	15	18	3	20	4.32	35.27	Postsecondary vocational award
49-3021	Automotive body and related repairers	25	27	2	8	0.89	13.66	Long-term on-the-job training
49-3023	Automotive service technicians and mechanics	193	235	42	22	1.58	8.92	Postsecondary vocational award
49-3031	Bus and truck mechanics and diesel engine specialists	50	62	12	24	1.24	13.64	Postsecondary vocational award
49-3042	Mobile heavy equipment mechanics, except engines	28	34	6	21	1.50	13.57	Postsecondary vocational award

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
49-3093	Tire repairers and changers	23	29	6	26	1.62	9.30	Short-term on-the-job training
49-9012	Control and valve installers and repairers, except mechanical door	18	22	4	22	2.86	36.47	Moderate-term on-the-job training
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	56	53	-3	-5	1.13	15.02	Long-term on-the-job training
49-9031	Home appliance repairers	10	12	2	20	--	--	Long-term on-the-job training
49-9041	Industrial machinery mechanics	89	81	-8	-9	2.25	13.88	Long-term on-the-job training
49-9042	Maintenance and repair workers, general	258	271	13	5	1.27	12.37	Moderate-term on-the-job training
49-9043	Maintenance workers, machinery	32	27	-5	-16	2.77	13.17	Short-term on-the-job training
49-9044	Millwrights	14	14	0	0	1.93	17.84	Long-term on-the-job training
49-9051	Electrical power-line installers and repairers	43	59	16	37	2.68	32.79	Long-term on-the-job training
49-9052	Telecommunications line installers and repairers	50	64	14	28	1.92	15.88	Long-term on-the-job training
49-9098	Helpers--Installation, maintenance, and repair workers	21	23	2	10	0.92	8.84	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
49-9099	Installation, maintenance, and repair workers, all other	11	13	2	18	0.48	11.48	Moderate-term on-the-job training
51-1011	First-line supervisors/managers of production and operating workers	224	192	-32	-14	2.22	18.66	Work experience in a related field
51-2022	Electrical and electronic equipment assemblers	25	21	-4	-16	0.80	7.75	Short-term on-the-job training
51-2031	Engine and other machine assemblers	11	10	-1	-9	1.90	6.55	Short-term on-the-job training
51-2041	Structural metal fabricators and fitters	19	13	-6	-32	1.16	11.36	Moderate-term on-the-job training
51-2092	Team assemblers	737	724	-13	-2	4.38	8.29	Moderate-term on-the-job training
51-2099	Assemblers and fabricators, all other	31	28	-3	-10	0.67	6.90	Moderate-term on-the-job training
51-3011	Bakers	12	12	0	0	0.53	6.92	Long-term on-the-job training
51-3021	Butchers and meat cutters	17	16	-1	-6	0.92	8.10	Long-term on-the-job training
51-4011	Computer-controlled machine tool operators, metal and plastic	29	23	-6	-21	1.46	10.62	Moderate-term on-the-job training
51-4012	Numerical tool and process control programmers	15	10	-5	-33	--	--	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-4021	Extruding and drawing machine setters, operators, and tenders, metal and plastic	22	23	1	5	1.64	10.77	Moderate-term on-the-job training
51-4023	Rolling machine setters, operators, and tenders, metal and plastic	15	13	-2	-13	2.64	17.54	Moderate-term on-the-job training
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	93	76	-17	-18	2.56	10.37	Moderate-term on-the-job training
51-4033	Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	109	87	-22	-20	7.82	9.03	Moderate-term on-the-job training
51-4041	Machinists	153	124	-29	-19	2.58	10.23	Long-term on-the-job training
51-4072	Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	77	63	-14	-18	3.63	9.90	Moderate-term on-the-job training
51-4081	Multiple machine tool setters, operators, and tenders, metal and plastic	24	23	-1	-4	1.88	7.64	Moderate-term on-the-job training
51-4111	Tool and die makers	40	39	-1	-3	2.94	15.29	Long-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	71	59	-12	-17	1.19	13.02	Long-term on-the-job training
51-4122	Welding, soldering, and brazing machine setters, operators, and tenders	28	27	-1	-4	2.59	11.30	Moderate-term on-the-job training
51-4191	Heat treating equipment setters, operators, and tenders, metal and plastic	18	20	2	11	4.64	9.02	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-4193	Plating and coating machine setters, operators, and tenders, metal and plastic	44	62	18	41	7.09	14.99	Moderate-term on-the-job training
51-5022	Prepress technicians and workers	13	10	-3	-23	--	--	Postsecondary vocational award
51-5023	Printing machine operators	51	47	-4	-8	1.68	15.66	Moderate-term on-the-job training
51-6011	Laundry and dry-cleaning workers	25	20	-5	-20	0.64	6.55	Moderate-term on-the-job training
51-6031	Sewing machine operators	87	18	-69	-79	2.69	7.09	Moderate-term on-the-job training
51-6051	Sewers, hand	10	12	2	20	0.97	6.90	Short-term on-the-job training
51-6052	Tailors, dressmakers, and custom sewers	10	12	2	20	0.72	6.79	Long-term on-the-job training
51-6063	Textile knitting and weaving machine setters, operators, and tenders	90	18	-72	-80	17.29	13.17	Long-term on-the-job training
51-7011	Cabinetmakers and bench carpenters	14	15	1	7	0.65	20.22	Long-term on-the-job training
51-7041	Sawing machine setters, operators, and tenders, wood	34	32	-2	-6	3.63	13.31	Moderate-term on-the-job training
51-7042	Woodworking machine setters, operators, and tenders, except sawing	57	57	0	0	4.04	13.55	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-8013	Power plant operators	21	27	6	29	4.00	42.14	Long-term on-the-job training
51-8031	Water and liquid waste treatment plant and system operators	14	15	1	7	0.90	14.68	Long-term on-the-job training
51-9011	Chemical equipment operators and tenders	33	34	1	3	4.19	17.25	Moderate-term on-the-job training
51-9023	Mixing and blending machine setters, operators, and tenders	29	31	2	7	1.45	11.24	Moderate-term on-the-job training
51-9031	Cutters and trimmers, hand	31	30	-1	-3	7.51	8.69	Short-term on-the-job training
51-9032	Cutting and slicing machine setters, operators, and tenders	19	20	1	5	1.69	10.69	Moderate-term on-the-job training
51-9041	Extruding, forming, pressing, and compacting machine setters, operators, and tenders	119	139	20	17	9.50	8.54	Moderate-term on-the-job training
51-9051	Furnace, kiln, oven, drier, and kettle operators and tenders	26	23	-3	-12	6.92	12.43	Moderate-term on-the-job training
51-9061	Inspectors, testers, sorters, samplers, and weighers	225	200	-25	-11	3.24	10.43	Moderate-term on-the-job training
51-9111	Packaging and filling machine operators and tenders	121	122	1	1	2.30	8.47	Short-term on-the-job training
51-9121	Coating, painting, and spraying machine setters, operators, and tenders	44	40	-4	-9	2.88	12.40	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-9195	Molders, shapers, and casters, except metal and plastic	14	11	-3	-21	2.06	11.53	Moderate-term on-the-job training
51-9196	Paper goods machine setters, operators, and tenders	35	34	-1	-3	2.25	10.00	Moderate-term on-the-job training
51-9197	Tire builders	189	323	134	71	60.20	6.55	Moderate-term on-the-job training
51-9198	Helpers--Production workers	204	195	-9	-4	2.73	8.49	Short-term on-the-job training
51-9199	Production workers, all other	120	131	11	9	2.93	8.56	Moderate-term on-the-job training
53-1021	First-line supervisors/managers of helpers, laborers, and material movers, hand	54	64	10	19	1.95	16.37	Work experience in a related field
53-1031	First-line supervisors/managers of transportation and material-moving machine and vehicle operators	40	54	14	35	1.23	18.69	Work experience in a related field
53-3022	Bus drivers, school	78	77	-1	-1	1.12	6.68	Short-term on-the-job training
53-3031	Driver/sales workers	99	102	3	3	1.10	6.92	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	482	656	174	36	1.73	18.20	Moderate-term on-the-job training
53-3033	Truck drivers, light or delivery services	184	240	56	30	1.09	10.10	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
53-3041	Taxi drivers and chauffeurs	19	22	3	16	0.40	6.55	Short-term on-the-job training
53-7032	Excavating and loading machine and dragline operators	13	14	1	8	1.18	11.55	Moderate-term on-the-job training
53-7051	Industrial truck and tractor operators	297	313	16	5	3.21	9.60	Short-term on-the-job training
53-7061	Cleaners of vehicles and equipment	36	39	3	8	0.69	7.03	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	648	713	65	10	1.85	9.03	Short-term on-the-job training
53-7063	Machine feeders and offbearers	158	121	-37	-23	8.08	11.48	Short-term on-the-job training
53-7064	Packers and packagers, hand	179	160	-19	-11	1.54	6.55	Short-term on-the-job training
		25,579	27,216	1,637	6		12.17	

at least 1.25 greater than \$12.17

Source: EMSI

Appendix B: Businesses by 3-Digit NAICS Codes

Laurens County								
Industry	NAICS Code	Change						
		2002	2007	Average Size	#	%	SC % change	US % change
Forestry and Logging	113	11	8	8	-3	-27.3	-26.0	-15.2
Construction of Buildings	236	29	17	9	-12	-41.4	-0.4	15.4
Heavy and Civil Engineering Construction	237	8	12	8	4	50.0	-2.0	-2.3
Specialty Trade Contractors	238	72	53	7	-19	-26.4	-6.4	12.9
Textile Mills	313	10	3	101	-7	-70.0	-34.0	-26.7
Wood Product Manufacturing	321	7	9	78	2	28.6	-6.4	-5.7
Printing and Related Support Activities	323	6	8	31	2	33.3	-15.0	-12.3
Plastics and Rubber Products Manufacturing	326	9	7	135	-2	-22.2	-5.6	-11.4
Nonmetallic Mineral Product Manufacturing	327	8	6	36	-2	-25.0	4.0	3.0
Primary Metal Manufacturing	331	4	6	21	2	50.0	1.0	-5.4
Fabricated Metal Product Manufacturing	332	22	16	70	-6	-27.3	-6.1	-3.0
Machinery Manufacturing	333	7	7	24	0	0.0	-23.7	-11.1
Furniture and Related Product Manufacturing	337	5	3	3	-2	-40.0	-8.8	-5.8
Merchant Wholesalers, Durable Goods	423	21	17	9	-4	-19.0	0.6	-5.6
Merchant Wholesalers, Nondurable Goods	424	9	5	0	-4	-44.4	-5.0	-3.5
Wholesale Electronic Markets and Agents and Brokers	425	10	11	8	1	10.0	31.7	38.3
Motor Vehicle and Parts Dealers	441	33	27	10	-6	-18.2	-11.6	2.2
Furniture and Home Furnishings Stores	442	8	6	4	-2	-25.0	-11.3	3.8
Electronics and Appliance Stores	443	5	2	0	-3	-60.0	-16.7	-4.7
Building Material and Garden Equipment and Supplies Dealers	444	20	15	5	-5	-25.0	-8.8	0.9
Food and Beverage Stores	445	32	27	14	-5	-15.6	-18.2	-0.5
Health and Personal Care Stores	446	14	14	8	0	0.0	9.1	10.2
Gasoline Stations	447	29	34	5	5	17.2	-2.8	-1.9
Clothing and Clothing Accessories Stores	448	16	13	4	-3	-18.8	-5.3	4.6
Sporting Goods, Hobby, Book, and Music Stores	451	5	5	4	0	0.0	-11.1	-6.5
General Merchandise Stores	452	11	16	21	5	45.5	17.5	13.3
Miscellaneous Store Retailers	453	20	13	3	-7	-35.0	-23.9	-8.6
Nonstore Retailers	454	5	4	0	-1	-20.0	-17.9	11.9
Truck Transportation	484	12	11	26	-1	-8.3	-5.1	5.4
Support Activities for Transportation	488	5	6	36	1	20.0	-6.0	7.6

Laurens County								
Industry	NAICS Code	2002	2007	Average Size	Change		SC % change	US % change
					#	%		
Publishing Industries (except Internet)	511	4	4	12	0	0.0	1.4	-0.2
Telecommunications	517	5	6	38	1	20.0	0.0	9.3
Credit Intermediation and Related Activities	522	39	44	5	5	12.8	12.2	23.8
Real Estate	531	16	14	2	-2	-12.5	18.8	23.8
Rental and Leasing Services	532	10	7	6	-3	-30.0	-8.3	1.7
Administrative and Support Services	561	29	31	0	2	6.9	2.2	13.0
Waste Management and Remediation Services	562	3	2	0	-1	-33.3	3.9	15.6
Ambulatory Health Care Services	621	48	49	7	1	2.1	7.4	13.3
Nursing and Residential Care Facilities	623	13	11	100	-2	-15.4	0.4	8.8
Repair and Maintenance	811	41	35	5	-6	-14.6	-18.3	-0.4
Personal and Laundry Services	812	17	16	6	-1	-5.9	-2.4	7.2
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	9	9	9	0	0.0	-2.0	3.3
Private Households	814	25	30	1	5	20.0	4.6	24.9

growth rate exceeds both SC and US growth rates

Source: Bureau of Labor Statistics

Appendix C: Laurens County Employment by Industry Sector

		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Total		18,889	18,874	-15	-0.1			31,446	6%

6 star sectors		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Telecommunications	517	136	227	91	67	1.72	107	49,748	AA

5 star sectors		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Wood Product Manufacturing	321	402	702	300	75	10.64	329	52,687	BA
Plastics and Rubber Products Manufacturing	326	485	944	459	95	9.77	513	35,567	BA
Support Activities for Transportation	488	60	215	155	258	2.88	147	26,647	AA

4 star sectors		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Heavy and Civil Engineering Construction	237	81	101	20	25	0.80	15	41,470	AA
Printing and Related Support Activities	323	225	244	19	8	3.07	46	41,119	D
Nonmetallic Mineral Product Manufacturing	327	165	216	51	31	3.37	57	42,958	BA
Primary Metal Manufacturing	331	71	128	57	80	2.19	64	41,579	D
Merchant Wholesalers, Durable Goods	423	107	146	39	36	0.37	35	42,060	AA

3 star or fewer sectors		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Forestry and Logging	113	60	65	5	8	7.84	13	27,455	BA
Wholesale Electronic Markets and Agents and Brokers	425	39	86	47	121	0.80	34	70,933	BA
General Merchandise Stores	452	301	339	38	13	0.87	16	20,080	AA
Truck Transportation	484	274	289	15	5	1.56	-6	55,555	BA
Credit Intermediation and Related Activities	522	186	202	16	9	0.55	2	34,160	BA
Nursing and Residential Care Facilities	623	1082	1103	21	2	2.92	-60	22,472	AA
Construction of Buildings	236	173	152	-21	-12	0.67	-43	71,348	A
Specialty Trade Contractors	238	427	380	-47	-11	0.61	-110	32,449	AA
Textile Mills	313	766	302	-464	-61	13.87	-144	48,174	D
Fabricated Metal Product Manufacturing	332	2,048	1,119	-929	-45	5.61	-946	44,312	BA
Motor Vehicle and Parts Dealers	441	242	261	19	8	1.07	15	25,998	BA
Publishing Industries (except Internet)	511	47	46	-1	-2	0.40	2	23,746	AA
Ambulatory Health Care Services	621	370	322	-48	-13	0.46	-114	46,886	AA
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	76	83	7	9	0.48	5	11,715	BA
Machinery Manufacturing	333	241	170	-71	-29	1.12	-63	33,684	D
Building Material and Garden Equipment and Supplies Dealers	444	143	75	-68	-48	0.45	-83	20,811	A
Health and Personal Care Stores	446	120	113	-7	-6	0.89	-15	27,517	AA
Gasoline Stations	447	182	161	-21	-12	1.45	-14	13,762	BA
Real Estate	531	28	21	-7	-25	0.11	-10	23,066	AA
Rental and Leasing Services	532	48	42	-6	-13	0.52	-5	20,515	AA
Repair and Maintenance	811	223	183	-40	-18	1.15	-42	25,885	AA
Private Households	814	43	38	-5	-12	0.54	-14	16,270	A
Furniture and Related Product Manufacturing	337	17	9	-8	-47	0.13	-6	24,787	BA
Furniture and Home Furnishings Stores	442	41	22	-19	-46	0.30	-21	17,503	BA
Food and Beverage Stores	445	413	383	-30	-7	1.05	-27	16,428	BA
Clothing and Clothing Accessories Stores	448	56	52	-4	-7	0.27	-12	13,769	BA
Sporting Goods, Hobby, Book, and Music Stores	451	32	19	-13	-41	0.22	-13	15,653	BA

3 star or fewer sectors		Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%				
Miscellaneous Store Retailers	453	62	35	-27	-44	0.31	-21	23,301	BA
Personal and Laundry Services	812	89	88	-1	-1	0.52	-5	16,315	BA

Methodology and Sourcing

Projected Growth Grading Scale:

AA=above average

A=average

BA=below average

D=decline

Sectors are rated on 6 factors: 2002-2007 employment growth, 2002-2007 employment growth rate, location quotient, competitive effect, average annual wage, and projected growth.

Stars are based on: 2002-2007 employment growth of 75 or more, 2002-2007 employment growth rate greater than 0 (since overall county job growth was negative), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than \$31,446 (2007 average for all jobs in the county), and average or above average projected growth.

Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county; based on 2007 data.

Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.

Source: Bureau of Labor Statistics; projections based on data from EMSI and SC Department of Commerce.



South Carolina
Department of Commerce
1201 Main Street, Suite 1600
Columbia, SC 29201

(800) 868-7232
(803) 737-0400
www.sccommerce.com